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EXECUTIVE DIRECTOR'S REPORT ON APPRENTICESHIP AND TRADE CERTIFICATION PROGRAMS FOR 1991

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Mr. Al Wheeler,
Chairman
Apprenticeship and Trade
Certification Board
10th Floor, City Centre
10155-102 Street
Edmonton, Alberta
T5J 4L5

Dear Mr. Wheeler:

I am pleased to provide this report on apprenticeship and trade certification programs and activities for the calendar year ending December 31, 1991. This report provides an overview of the administrative support given to the apprenticeship training system and includes information and data on the major activities of two divisions and various operating branches of the Department of Career Development and Employment.

This report includes a summary of statistical data and information provided monthly to the Alberta Apprenticeship and Trade Certification Board by the Executive Director of Apprenticeship and Trade Certification Division.

Respectfully submitted,

Don Bell

Don W. Bell
Executive Director
Apprenticeship and Trade Certification Division
Alberta Career Development and Employment

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HIGHLIGHTS AND SUMMARY OF STATISTICAL TRENDS FOR 1991

Note: Due to the developmental time required to produce new certificates to accommodate new legislation, minor discrepancies may appear in portions of the statistical data provided in this report.

NUMBER OF NEW APPRENTICES REGISTERED

The number of apprentices registered at the end of 1991 totalled **22,051**, a decrease of **523** or **2.3%** over December 31, 1990. This slight decrease, after four years of growth, is symbolic of the general state of the economy in Alberta. A fourth quarter increase of 1.8% indicates that the program has stabilized and moderate increases are forecast in the next year. Chart 1 (appendix, page 29) illustrates this pattern as well as several related statistical trends.

NEW APPRENTICES

The number of new apprentices in 1991 totalled **6,162**, a decrease of **1,881** or **23.4%** over 1990. Even though this represents a significant decrease from the previous year, the final quarter of 1991 resulted in a 15.5% increase in new apprentice registrations showing industry confidence in apprenticeship programs. Chart 1 (appendix, page 29) depicts historic levels of new apprentice registrations, while Tables 1 and 2 show the trades which have significantly increased or declined in 1991. It should be noted that of the twenty-eight trades listed with significant decreases, eighteen were stable or achieved increases in the fourth quarter of 1991.

GRADUATIONS

In 1991, **3,866** apprentices completed all requirements of their apprenticeship training and graduated with Completion of Apprenticeship Certificates. This represents a **6.6%** increase over 1990 and continues the trend towards growth over the last three years.

RATE OF INDENTURE

The "rate of indenture" (ratio of new apprentices to the total apprentices registered) for 1991 was **21.4%** which is a decrease of 6.3% over 1990. This rate is at a consistent level established throughout Apprenticeship history. Table 10 (appendix, page 27) and Chart 2 (appendix, page 29) illustrate these trends.

RATE OF CANCELLATION

In 1991, there were **3,158** cancellations of apprenticeship contracts. This results in 70 fewer cancellations than in 1990 and a "cancellation rate" of **10.9%**. Chart 2 (appendix, page 29) represents the historical data for these statistics.

Note: The number of cancelled contracts should not be interpreted as "apprenticeship dropouts". Data is not available to distinguish between those who actually left the trade and those who entered training in a related apprenticeship program or registered as an apprentice in another province.

SIGNIFICANT NUMBERS

Two trades (Electrician and Motor Mechanic) had more than **2,000** apprentices registered. **Five** trades (Carpenter, Cook, Heavy Duty Mechanic, Plumber and Welder) had more than **1,000** apprentices registered.

JOURNEYMAN UPDATING PROGRAM

During 1991, **1,181** certified journeyman attended courses to update their trade skills under the Journeyman Updating Program. This is a decline of **771** or **39.5%** over 1990. Chart 5 (appendix, page 31) illustrates the programs pattern of growth and decline in attendance since its inception in 1984.

The decline in participation is partly attributable to the increased requirement for apprenticeship training space. Since maximum training capacity cannot be exceeded, priority is

given to apprenticeship when combined requests for journeyman and apprentice training is in excess of capacity.

JOURNEYMAN UPGRADING PROGRAM

Attendance in Journeyman Upgrading courses decreased from **70** in 1990 to **46** in 1991. Chart 4 (appendix, page 30) shows trends in the program. One of the factors contributing to this decline was the overall slow down of the economy.

APPRENTICESHIP WORK EXPERIENCE PROGRAM

This program, launched in 1989, is designed to address potential skill shortages by creating training positions within provincial government departments in those trades where skill shortages are anticipated. The program funds approximately 100 training positions annually.

To date we have expended the following annual funds:

89/90 - $1,980,000
90/91 - $2,178,000
91/92 - $2,395,000
92/93 - $2,635,000 (Projected)

INTERNATIONAL TRAINING INITIATIVES

During 1991, the number of apprentices registered under the International Training project increased from **ten** to **thirteen**. In this pilot project apprentices employed with the Dugas Company in the State of Dubai, one of the seven United Arab Emirates, are registered as Alberta apprentices. The on-the-job training component of the program occurs in Dubai and the technical training is delivered by Alberta post-secondary institutions. Upon successful completion of the program, these Dubai nationals will obtain Alberta certification in their trades. This project includes apprentices enrolled in the **Electrician, Machinist, Millwright, Instrument Mechanic, Partsman** and **Steamfitter-Pipefitter** trades.

Throughout 1991 the department was visited by a number of delegations which had a vested interest in apprenticeship.

In May, Mr. Zhadi Jalil and Mr. Muhd Anwar Hashim of the Majlis Amanah Rakyat/Mara of the Malaysian government met with representatives of the division. They were primarily interested in course development and instructor training for their trades training programs.

From July 15 to July 26, Mr. Kenneth Ho from the Technical Education and Industrial Training Department, Apprenticeship Section in Hong Kong did an in-depth study of the administration of Alberta's Apprenticeship System. Mr. Ho was specifically interested in Alberta's Certification Programs. Mr. Ho's responsibilities include development of a method to recognize informally trained tradespersons.

In September, 1991, Mrs. Futhi H. Kuhluse, Undersecretary of Training and Localization, Ministry of Labour and Public Service arrived from Swaziland. Mrs. Kuhluse reviewed Alberta's programs, including apprenticeship training and journeyman certification. Information exchanged included Annual Reports. The Swaziland Annual Report is available for reference.

During October, 1991, an Alberta firm approached the department regarding the training of Malaysian Nationals through apprenticeship as part of a contract the firm has with Malaysia in the oilfield service area. We are currently awaiting a submission from Malaysia.

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II. THE ALBERTA APPRENTICESHIP AND TRADE CERTIFICATION BOARD

The Apprenticeship and Trade Certification Board is established under the authority of the Manpower Development Act. The Act provides industry partners (employers and employees) and the general public the opportunity to advise the Minister on apprenticeship and trade certification matters.

The Board's primary function is to advise the Minister of Career Development and Employment on all matters pertaining to apprenticeship training and trade certification. In addition the Board's responsibilities include reviewing petitions for designation of new trades and assessing provincial apprenticeship committee recommendations relative to various trade regulations and training programs. The Board also hears and rules on appeals regarding decisions made by the Executive Director.

In making policy decisions and carrying out its obligations, the Board draws upon the specific expertise of **53** Provincial Apprenticeship Committees; one for each designated trade. Membership of Provincial Apprenticeship Committees is comprised of all Local Apprenticeship Committee members; therefore, the Board is guided by over **900** members representing all geographic areas of Alberta. In addition, the Board has the authority to call public meetings to broaden its input on matters relating to its responsibility under the Act.

The Board consists of a Chairman, a minimum of three employer representatives, and an equal number of employee representatives as well as the Executive Director of Apprenticeship and Trade Certification Division. Also included are two members representing the general public.

During 1991, the term of office for **three** Board members expired and **three** new members were appointed.

At the end of the calendar year the membership of the Board was as follows:

CHAIRMAN Al Wheeler

EXECUTIVE DIRECTOR Don W. Bell

REPRESENTING EMPLOYERS

Bill W. Mahon
Don J. Watson
Carol A. Gendreau
Jack Strause
Terry N. Befus
Jim Courtney

REPRESENTING EMPLOYEES

John F. Briegel
Larry R. Conley
Cal Broadhurst
Wayne Grove
Ron Townsend

REPRESENTING GENERAL PUBLIC

Al Wheeler
A. McLean Millar

The following is a summary of the Board's activities for 1991:

BOARD MEETINGS

The Board held **nine** regular meetings in 1991. During these meetings business arising from **12** Provincial Apprenticeship Committee meetings including approval of changes to trade regulations, course content and record books were concluded.

DELEGATIONS

During 1991, the Board heard presentations from delegations requesting recognition of the training for Elevator Constructors; indicating training needs in the Locksmith and Crane & Hoisting Operator trades; and, highlighting concerns in the electrical trade. In addition, the Board heard a presentation about the activities and interests of the Canadian Automotive Repairs Service Council and a presentation summarizing the Labour Force Agreement.

APPRENTICESHIP COMMITTEE APPOINTMENTS

The Board appointed **266** nominees for membership on Local Apprenticeship Committees in 1991, and **eight** appointments were rescinded.

TRADE REGULATIONS

On the recommendation of the Board, Ministerial Orders were filed in 1991 for the **Baker** trade (224/91), **Electrician** trade (225/91), **Steamfitter-Pipefitter** trade (226/91), **Auto Body Mechanic** trade, (357/91), **Hairstylist** trade (409/91) and the General Amendment Regulation (408/91).

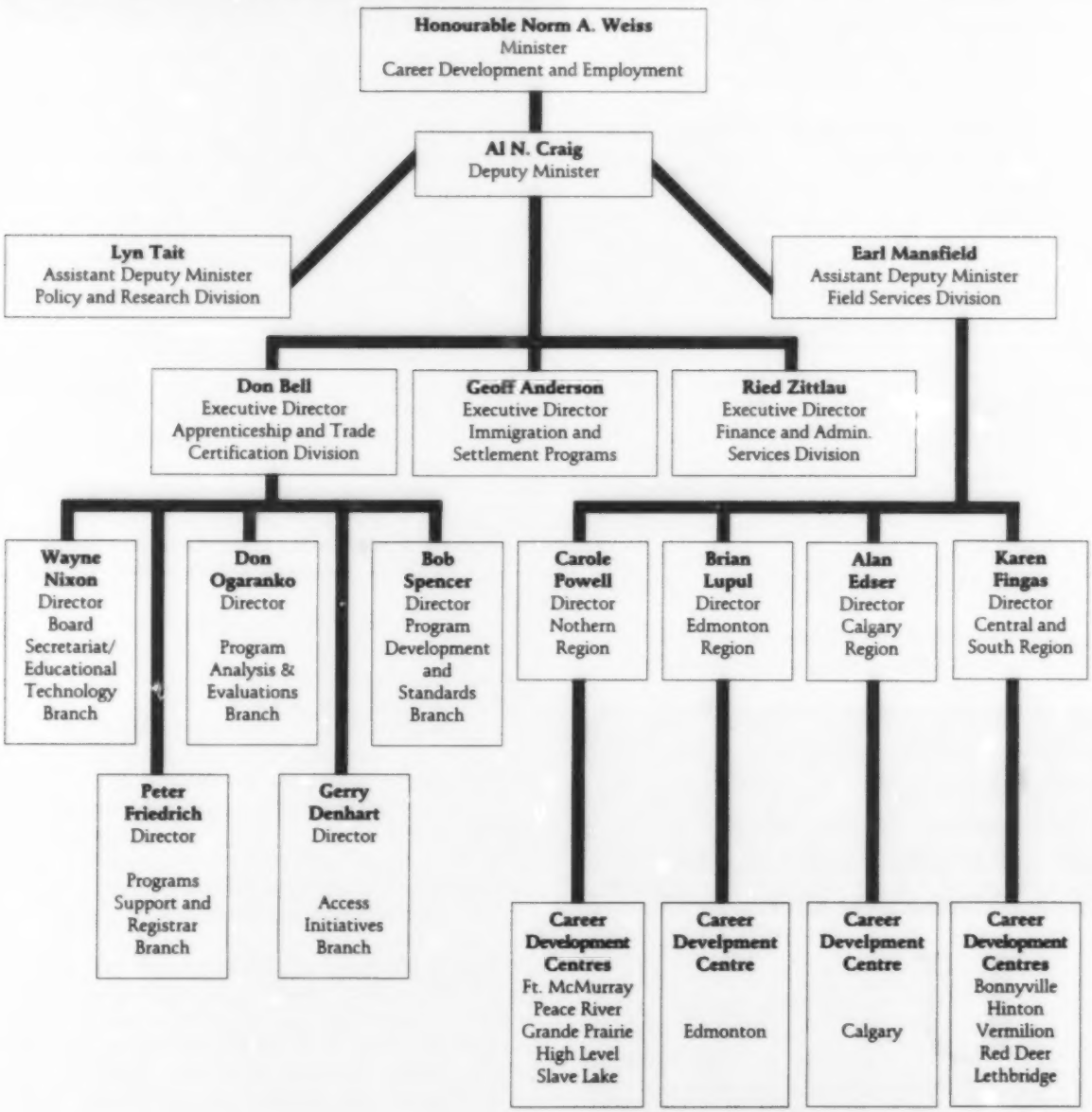
Also on the recommendation of the Board, Ministerial Orders to be effective under the Apprenticeship and Industry Training Act were filed in 1991 for Designation of Trades and Occupations (387/91), Designated Trade Transitional (388/91), Appeal Rules (389/91), Authorization to Work (390/91), Designated Occupation Administration (391/91), and Trades Committees Appointment (392/91).

Note: The Apprenticeship and Industry Training Act is effective January 2, 1992.

III. ORGANIZATIONAL STRUCTURE OF THE APPRENTICESHIP AND TRADE CERTIFICATION DIVISION WITHIN THE DEPARTMENT OF ALBERTA CAREER DEVELOPMENT AND EMPLOYMENT

Under the departments organizational structure the Apprenticeship and Trade Certification system and programs are administered across the **Apprenticeship and Trade Certification Division and Field Services Division**. During 1991 organizational changes within the Apprenticeship and Trade Certification Division resulted in the creation of the Apprenticeship and Trade Certification Board Secretariat/Educational Technology Branch. This is in addition to the already existing four main program support and services branches: Program Analysis and Evaluation Branch, Program Development and Standards Branch, Programs Support and Registrar Branch and Access Initiatives Branch. All branches are responsible for policy and program development, administration, and operationalization of the requirements of the Manpower Development Act. The Field Services Division is responsible for the delivery of apprenticeship training and trade certification services through **13** Career Development Centres in the province.

ORGANIZATIONAL CHART



IV. APPRENTICESHIP AND TRADE CERTIFICATION DIVISION

The mandate of the Apprenticeship and Trade Certification Division is to contribute to the achievement of Alberta's economic and social goals by encouraging and facilitating apprenticeship and trade related training programs and services. The division seeks to ensure that apprenticeship and trade related training programs provide an adequate number of appropriately trained workers to meet the needs of the provincial labour market. The division also strives to enhance public awareness of the value of apprenticeship training; improve the mobility of workers engaged in the trades; and, increase the participation of designated groups such as women, natives, persons with disabilities and visible minorities in the programs.

To achieve this mandate the division takes a lead role in policy analysis, program design and development, and assisting in the maintenance of program integrity through the assessment of program objectives. Each Apprenticeship and Trade Certification branch has a particular role and responsibilities with respect to the activities necessary to fulfill the division's mandate. An explanation of these activities follows:

APPRENTICESHIP AND TRADE CERTIFICATION BOARD SECRETARIAT/ EDUCATIONAL TECHNOLOGY BRANCH

The primary role of the branch with respect to its secretariat responsibilities is to provide administrative, technical and research support to the Apprenticeship and Trade Certification Board. The Board requires a high level of information and support services in order to make decisions and provide the Minister with quality advice regarding the delivery of apprenticeship and related industry oriented training and certification programs. In 1991, this involved receiving and coordinating information and input from other branches and divisions of the department as well as a variety of agencies, industry representatives and other government departments. A closely related responsibility was the coordination and development of information and reporting systems for the purpose of strengthening the linkages between industry, the Board and apprenticeship administration.

With respect to its educational technology responsibilities, the role of the branch is to investigate, assess and design alternate industry oriented training programs, systems and innovations in delivery of training within the mandate of the department. In 1991, the branch also provided research support related to training and education.

DEVELOPMENT OF REGULATIONS

A major activity of the branch in 1991 was to assist the Apprenticeship and Trade Certification Board in preparing policies and regulations relating to the Board's new role under the Apprenticeship and Industry Training Act. This involved coordinating input from various stakeholders in the apprenticeship training system including other government departments, the public, members of the Local and Provincial Apprenticeship Committees and other representatives from industry.

OCCUPATIONAL TRAINING

In 1991, the branch began investigating policy issues relating to the recognition of occupational training programs and the training and recognition of persons working in occupations other than trades. This activity was undertaken by the branch as part of the development of the new Apprenticeship and Industry Training Act and its regulations.

REGISTERED APPRENTICESHIP PROGRAM (RAP)

During 1991, the branch initiated and coordinated the development of a new program which provides high school students the opportunity

to indenture as an apprentice and receive credit for work experience while completing their high school diploma. This new program known as RAP, is a cooperative undertaking by the departments of Alberta Education, Alberta Career Development and Employment, and industry.

OTHER ACTIVITIES

The branch also provided research and administrative support to the Canadian Council of Directors of Apprenticeship (CCDA) specifically in the development of a business plan implement an Interprovincial Computerized Examination Management System (ICEMS). This proposed computerized system, once implemented, would automate the existing process of managing and developing examinations for the Interprovincial Standards (Red Seal) program.

POLICY ANALYSIS AND EVALUATION BRANCH

The branch's primary responsibility is to investigate and recommend ways of enhancing the ability of Apprenticeship and Trade Certification to respond to changing economic, industrial and labour market conditions through the development of strategic planning and evaluation processes. The branch is also responsible for: identifying and clarifying existing apprenticeship training and certification goals, objectives and policies; evaluating the effectiveness of existing training processes in relation to current and anticipated requirements of industry; and, recommending strategic direction to stakeholders in Apprenticeship and Trade Certification.

In 1991 the branch undertook the following major activities relative to this mandate:

LEGISLATIVE INITIATIVES

During 1991, the branch continued its role as Legislation Secretariat, receiving and reviewing public comment and feedback on the proposed legislation and associated regulations. Among the duties it performed in this capacity were: analyzing and categorizing comments received from the public concerning the proposed legislation to identify major issues and trends; preparing responses and acknowledgements for all public comments received; and, preparing presentation materials and reports for the Legislation Steering Committee, the Apprenticeship and Trade Certification Board and the Minister relative to feedback from various legislation related workshops conducted during late 1990.

The branch was also heavily involved in the development of draft Ministerial and Board regulations during 1991. These and related legislation activities are expected to continue into 1992.

JOINT PLANNING INITIATIVE

The branch played a lead role in promoting apprenticeship related joint planning initiatives between the Apprenticeship and Trade Certification Division and the Field Services Division. The branch will continue its lead role in this initiative into 1992.

COMPETENCY BASED APPRENTICESHIP TRAINING (CBAT)

The branch has continued to have responsibility for evaluation of the CBAT program since its inception. Management of the project resides with the Program Development and Standards Branch. In 1990, an evaluation report on the CBAT program for 1990-91 was completed and tabled with the project management group in October, 1991.

PROGRAM DEVELOPMENT AND STANDARDS BRANCH

The mandate of the Program Development and Standards Branch relates primarily to program development activities including developing, revising and maintaining trade curriculum,

examinations, record books and trade regulations for **52** designated trades. This involves ongoing consultation with business and industry, training establishments, and other government departments as well as federal and interprovincial liaison.

The following is a summary of branch activities for 1991:

MEETINGS AND LIASON CALLS

The branch's mandate necessitates numerous meetings and contact with various apprenticeship committees, especially Provincial Apprenticeship Committees (PACs), to ensure industry is significantly involved in keeping curriculum relevant to, and current with, acceptable trade practices.

In 1991, the branch organized and chaired **14** PAC meetings and **95** PAC subcommittee meetings. Branch personnel also acted in an advisory capacity at **52** Local Apprenticeship Committee (LAC) meetings. In addition, the branch held **240** meetings with training institution personnel and made **210** separate liaison calls at training establishments. (Table 3, page 17 of the appendix provides a complete breakdown by trade of all PAC and instructors meetings held in 1991).

In keeping with the branch's mandate of ensuring significant industry involvement in all curriculum and program changes, branch personnel also made **189** liaison calls at industry work sites during the year.

CURRICULUM/COURSE DEVELOPMENT

In 1991 the branch continued its work in developing and maintaining curricula and "Course Outlines" for each of the trades. This activity involves the development and sequencing of training course objectives for each of the major topic areas in a trade as well as the development and revision of trade examinations to ensure effective measurement of the achievement of course objectives. During 1991, the branch developed and revised **13** course outlines and **43** trade examinations.

INTERPROVINCIAL RED SEAL PROGRAM

The branch also continued its work with the Interprovincial Red Seal Program. This program permits mobility to qualified trades people by establishing and maintaining national standards in the designated "Red Seal" trades. This is accomplished in coordination with other provinces, territories and the federal government.

In the Interprovincial Standards Program, examinations and "Red Seal" endorsements are available in 35 trades.

Branch activities in regard to this program involved participating in the work of the Interprovincial Standards Examination Committee (ISEC). This included developmental work on the **Steamfitter-Pipefitter** and **Electronic Technician** interprovincial examinations. Assistance was also provided to other provinces in the revision of an additional **three** interprovincial examinations. In 1991, the **Plumber** interprovincial examination was released for use.

The branch also participated in the continued development and revision of the Interprovincial Standards Program's National Occupational Analysis Series. This included the completion of **eight** National Trade Analysis Reports in 1991.

JOURNEYMAN UPDATING PROGRAM

The Journeyman Updating Program is designed to enhance the skills and knowledge of certified journeymen in areas of their trade most effected by technological change. In 1991, the development of new updating courses as well as the revision and maintenance of approximately **215** existing courses continued to be a priority.

ACCREDITATION

The branch also reviews and approves, in accordance with policies established by the Provincial Apprenticeship Committees, accreditation for trade related programs offered by post-secondary institutions in Alberta. In 1991 approximately **62** pre-employment and other "front-end" trade training programs were approved for accreditation at **20** training locations.

TRADE REGULATIONS

In consultation with representatives from industry and the trade committees, new trade regulations were developed for the **Appliance Serviceman, Hairstylist, Boilermaker and Ironworker** trades. In addition, revisions were made to the existing trade regulations for the **Auto Body Mechanic, Motor Mechanic, Heavy Duty Mechanic, Bricklayer, Floorcovering Installer and Printing and Graphic Arts Craftsman** trades.

COMPETENCY BASED APPRENTICESHIP TRAINING (CBAT)

1991 marked the third year of the CBAT pilot project which is managed by the Program Development and Standards Branch.

CBAT is an alternate form of delivering apprenticeship technical training. It allows apprentices to assume responsibility for their technical training and to progress through training at a rate determined by his or her own capability. It also allows for greater flexibility by ensuring total program coverage, standardization of program core, offering of mixed-period classes and distance delivery. Specific training modules can be selected and used in other trades, technologies, occupations, etc.

CBAT was introduced as a pilot project in the Carpenter, Welder and Electrician trades at the beginning of the 1988-89 school year and is scheduled for completion in 1993.

An independent consultant has been contracted to evaluate the project and provides a formative evaluation report at the end of each year. A final summative report will be provided at the end of the pilot project.

Various issues are identified through the evaluation reports and one of the Branch's primary functions is to assist with resolving them.

OTHER MAJOR INITIATIVES

The launching of the **Crane and Hoisting Equipment Operator** trade Compressed Apprenticeship Training (C.A.T.) Program was another major initiative undertaken by the Program Development and Standards Branch in 1991. This involved the development of a complete Compressed Apprenticeship Training Program for this trade.

Branch staff spent a considerable amount of time assisting in drafting, revising and producing the new Apprenticeship and Industry Training Act, Ministerial regulations and Board regulations. Also under development was a video explaining the new Act. This video is to be distributed to industry, Provincial and Local Apprenticeship Committee members and the new Apprenticeship and Industry Training Board members, in 1992.

The branch is preparing to survey the scaffolder occupation to determine its support for apprenticeship training.

Several requests have come to the department regarding Occupational Certification. These are currently being reviewed.

PROGRAMS SUPPORT AND REGISTRAR BRANCH

The primary role of this branch relates to the division and department's overall mandate to develop an appropriately skilled workforce to meet the needs of industry and the Alberta economy. The branch helps achieve this goal by ensuring the efficient utilization of the provin-

cial technical training system. This requires ongoing interaction with representatives from the technical training institutions, Advanced Education and the federal government. The branch is also responsible for assessing and developing policies to ensure training and certification standards are maintained throughout the province's regionalized delivery system.

The main focus of branch activities are: negotiating, coordinating and implementing apprenticeship and journeyman training and examination schedules; assessing examination results and maintaining examination security. In addition to these activities the branch is also involved in the development and maintenance of the electronic data-base (Skilled Trades Information System) used to administer the Apprenticeship and Trade Certification system and activities. Another role of this branch is to provide data and other program related information within Career Development and Employment, to the Apprenticeship and Trade Certification Board, Apprenticeship Committees as well as other agencies. In addition this branch has also been active in the formulation and preparation of regulations, policies and procedures relating to new legislation.

The following is a summary of branch activities for 1991:

TECHNICAL TRAINING ATTENDANCE

In 1991, the branch arranged training spaces for and scheduled a total of **16,253** trainees to attend courses at **14** training establishments. Apprentices utilized **15,026** of these spaces through **885** scheduled classes. The Journeyman Updating and Upgrading programs utilized **1,181** and **46** class spaces respectively. A decline from 1990 of **771** attendees in Journeyman Updating courses was more than offset by an increase of **1,635** in the number of apprentices attending technical training. Chart 6 (appendix, page 31) illustrates historical apprenticeship training space utilization levels and the recent trend towards increased need for apprentice technical training spaces.

ALLOCATION OF TRAINING SEATS AT PROVINCIAL TRAINING ESTABLISHMENTS

The branch endeavors to meet regional training requirements by arranging, where possible, for apprentices to attend technical training in their area. During 1991, apprenticeship technical training courses were scheduled at **13** different locations in the province and **one** in British Columbia. Tables 4, 5, and 6 (appendix, pages 19 and 20) provide a complete analysis of training seat allocations in 1991.

TECHNICAL TRAINING FOR INTERPROVINCIAL AND INTERNATIONAL APPRENTICES

Under an interprovincial arrangement, Alberta provides technical training for apprentices registered in other Canadian jurisdictions where the enrollments in a trade are to small to make training viable in that jurisdiction. During 1991, technical training was provided to apprentices from the following provinces/ territories:

BRITISH COLUMBIA - 1
ONTARIO - 1
MANITOBA - 13
NORTHWEST TERRITORIES - 146
SASKATCHEWAN - 17
YUKON - 53

Under a similar arrangement, **23 Sawfiler** apprentices, registered in Alberta, received their technical training at the British Columbia Institute of Technology (BCIT), during 1991.

Alberta also assists other jurisdictions, provinces/territories and countries where apprenticeship training is required but the trade is not designated and training not available in that jurisdiction. In these situations individuals are registered as Alberta apprentices, are provided technical training and graduate with Alberta certification. During 1991, training was provided under this arrangement for the following

jurisdictions:

BRITISH COLUMBIA - 3
ONTARIO - 2
SASKATCHEWAN - 8
DUBAI, UNITED ARAB EMIRATES - 7

JOURNEYMAN CERTIFICATION

There were **6,478** Alberta Journeyman Certificates issued in 1991. Of these, **3,910** were issued to graduating apprentices; **161** were issued to journeymen from other provinces who had either interprovincial status or a Completion of Apprenticeship Certificate; and **2,568** were issued to candidates who successfully challenged the Alberta journeyman examination.

INTERPROVINCIAL RED SEALS

Based on successful completion of the interprovincial standards examination, a total of **3,343** Interprovincial Red Seals were issued during 1991. Of these **2,838** were issued to graduating Alberta apprentices and **505** were issued to candidates who had previously obtained their Journeyman Certificate.

JOURNEYMAN UPDATING CARDS

During 1991, Journeyman Updating Course Attendance Cards were issued to **1,309** certified journeymen who completed an updating course.

EPB/GPB CERTIFICATE EXCHANGES

In 1991, **15** expired Journeyman Certificates, issued by either the Electrical Protection Branch (EPB) or the Gas Protection Branch (GPB), were exchanged for certificates of Proficiency.

REPLACEMENT OF CERTIFICATES

During 1991, replacement trade certificates were issued to **373** tradespersons who had either misplaced their original certificates or had a change of name. In addition, **924** pocket certificates and **10** Journeyman Updating Course Attendance Cards were replaced upon the holders request. Table 7 (appendix, page 22) provides a statistical analysis by trade of all certificates issued, replaced or exchanged in 1991.

ACCESS INITIATIVES BRANCH

The primary objectives of the Access Initiatives Branch are to develop policies and programs that promote increased participation of women, Natives, persons with disabilities, immigrants, and visible minorities in apprenticeship training in Alberta. The branch also provides specialized assistance to apprentices with special needs. This may include arranging sign language interpretation for the hearing impaired, and various forms of assistance with examinations.

The following is a summary of major branch activities for 1991:

PARTICIPATION BY MINORITY GROUPS

At the end of 1991, approximately one in thirteen, **7.47%** registered apprentices were women. Of these, approximately 90% were registered as apprentices in the service trades, and 3% in non-traditional construction trades. Native people made up approximately **1%.** Fewer than **0.1%** of apprentices were classified as disabled. There are no accurate figures available for the participation of visible minorities and immigrants in apprenticeship.

TRADES AND TECHNOLOGY: CAREERS FOR WOMEN - PILOT PROJECT

A major activity of the branch during 1991 was the first pilot project of the "Trades and

Technology: Careers for Women" project as part of an initiative to help companies implement employment equity objectives. Women were successfully "bridged" from clerical and administrative positions into trades and technological positions within the company.

A series of interviews with employers in 1990 had indicated that many firms were willing to hire more female apprentices, but few qualified women were applying for such positions. A complementary series of interviews with women showed that many were interested in trades and technological positions but few women applied because they believed that employers would not seriously consider them as apprentice applicants.

The pilot project that was subsequently developed and marketed to Alberta companies was designed to overcome this gap between expressed interest and the reality of the labour market. Several companies have expressed interest in participating in a project to hire more women as apprentices. The first pilot project - a joint venture with Syncrude Canada Ltd. in Fort McMurray was carried out in 1991. Twelve women from administrative, technical, and professional jobs within the company successfully completed a series of workshops, tests and a work placement. Ten women are now working full time as apprentices or in technological positions.

Plans are underway for similar joint projects with other Alberta companies in 1992.

NEW DISPLAYS AND POSTERS

Two new displays for conferences and seminars were introduced to teachers, counsellors and human resources staff. The "Famous Trades-Oriented People" display features people with trade backgrounds who have reached positions of prominence later in life. The "Trades and Technology: Careers for Women" display features "before" and "after" pictures of women who made the transition from clerical and administrative positions into trades and technological positions by participating in the "Trades and Technology: Careers for Women" pilot project. Both displays are designed to raise awareness and interest in trades and technological work and to promote trades and technological occupations as realistic career options for a wide variety of people.

A new poster "Journey to Success" is aimed at young people with a similar message. This poster will be distributed widely through schools and other locations where it will be seen by young people.

APPRENTICESHIP AWARENESS FOR YOUNG PEOPLE

Visits were made to various shopping malls and schools throughout the year to promote careers for young people in apprenticeship and technical occupations. Classroom presentations often focused on the trades as non-traditional options for women. To interest young people, the branch developed the "Match the Tool to the Trade" contest and a T-shirt design contest.

V FIELD SERVICES DIVISION

The Field Services Division is the department's primary delivery arm and provides the major link for individuals, employers and agencies who access Career Development and Employment services and programs. The division manages the department's regionalized delivery system.

Within this division four regions and thirteen Career Development Centres (CDCs) provide a full range of Apprenticeship and Trade Certification program services to employers, journeymen and apprentices in their geographic areas. The regions are Edmonton, Calgary, North, and Central and South Alberta; and centres are located in Bonnyville, Calgary, Edmonton, Fort McMurray, Grande Prairie,

High Level, Hinton, Lethbridge, Medicine Hat, Peace River, Red Deer, Slave Lake and Vermilion. In addition, there are satellite offices in Athabasca, Wetaskiwin, Camrose, Drayton Valley, Rocky Mountain House, Ardmore, Calling Lake, Lac La Biche, Lloydminster, Fort Chipewyan, St. Paul, Fort Vermilion, High Prairie, Janvier, Whitecourt, Trout Lake, Wabasca, and Pincher Creek. This regionalized delivery system facilitates ready access to services for both employers and employees through office visits or staff visits to the job site.

Job site visits are conducted by field staff who represent the government on matters relating to Apprenticeship and Trade Certification. This direct contact ensures both employers and employees are counselled on apprenticeship training and journeyman certification in the designated trades. The mandate of the department's field staff with respect to job site visits revolves around the monitoring of training with emphasis on consulting with business, industry and individuals to encourage the development of skilled trades people to meet Alberta's needs. Staff also work with Local Apprenticeship Committees (LACs) who are government's primary contact with industry to ensure local input on Apprenticeship and Trade Certification matters and to ensure application and enforcement of the Manpower Development Act and trade regulations meet intended objectives.

In addition to job site visits, field staff are responsible for providing counselling and liaison services at all training establishments delivering apprenticeship training as well as providing other related community services including participation at High School career events, trade shows, etc.

The following is a summary of Field Services Division activities as they relate to the delivery of Apprenticeship and Trade Certification system programs:

NEW APPRENTICE REGISTRATIONS

During 1991, field staff provided assistance to employers and individuals in establishing **6,162** new apprenticeship contracts. This is the first decline experienced in the past six years of increased growth.

SHOP/SITE VISITATIONS

One of the activities of field staff is the ongoing registration of shops/businesses employing apprentices and journeymen. During 1991, field staff completed **11,494** shop registrations, and provided a number of consultative services to employers.

LOCAL APPRENTICESHIP COMMITTEE MEETINGS

Field staff coordinate industry involvement in local apprenticeship training and trade certification matters by organizing and chairing Local Apprenticeship Committee (LAC) meetings. In 1991, field staff organized **148** LAC meetings which is a decrease over last year.

SCHOOL ATTENDANCE

Field staff play a crucial role in maintaining efficient use of class space at the **13** technical training establishments involved in delivery of apprenticeship technical training. In 1991, field staff were responsible for the registration, documentation and follow-up of **885** classes and **15,026** apprentices, which is an increase of **12.2%** over 1990.

ADMINISTRATION OF EXAMINATIONS

Another major area of field service activity is the administration of examinations for prospective and indentured apprentices as well as for tradespeople who qualify to challenge the Alberta Journeyman Certification examination(s). In 1991 field staff administered **33,966** examinations which represents a **1.4%** increase over 1990. Table 8 (appendix, page 24) provides

a complete listing by trade and examination type of all examinations administered by Field Services Division.

GRADUATIONS

Field staff are also involved in the administrative procedures for terminating the apprenticeship contract for those who successfully complete all apprenticeship training requirements. In 1991, **3,866** apprentices graduated from the apprenticeship system with Completion of Apprenticeship and Alberta Journeyman Certificates which is an increase of **6.6%** over 1990.

COMMUNITY SERVICES

Field staff regularly participate in Career Day events with other government agencies, institutions and private sector business to promote an awareness of occupations and careers. This promotional activity helps students make informed choices regarding a broad scope of opportunities in technological occupation and trades.

Note: Table 9 (appendix, page 26) provides a statistical summary of major Field Services activities related to Apprenticeship and Trade Certification program delivery in 1991.

VI APPRENTICESHIP AND TRADE CERTIFICATION DIVISION FINANCIAL REPORT FOR 1991

INCOME

Fees for the administration of examinations and issuance of certificates resulted in an income of **$100,545.50** during 1991.

EXPENDITURES

The Apprenticeship and Trade Certification system during 1991, resulted in a total expenditure by Career Development and Employment of $10,770,488. This includes all administrative, delivery and other program expenditures incurred by the department. It does not however include other costs incurred in operating the apprenticeship system such as institutional costs, federal expenditure for student support or the cost of training apprentices which is incurred by employers.

CANADA MANPOWER TRAINING PLAN AGREEMENT

In 1991, the federal government continued to provide financial support for apprenticeship programs through the provisions of the Canada Manpower Training Plan Agreement. Under this agreement the federal Department of Employment and Immigration:

a) paid approximately **$23 M** in direct student support in the form of training allowances (either manpower allowances or UIC benefits) and travelling allowances to eligible apprentices; and

b) reimbursed the government of Alberta approximately **$17 M** as a portion of the cost of technical training programs for apprentices and journeymen.

INSTITUTIONAL COST

This includes both amortized capital costs and the cost of delivering apprenticeship technical instruction. The estimated total institutional cost for 1991 was approximately **$53 M**. The net cost to the province of providing apprenticeship technical training is that portion of the total institutional costs which remains after the federal reimbursement made through the Canada Manpower Training Plan agreement.

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TABLE 1

TRADES IN WHICH NEW APPRENTICE REGISTRATIONS DECREASED SIGNIFICANTLY DURING 1991

TRADES	NEW APPRENTICES IN 1990	NEW APPRENTICES IN 1991	PERCENT DECLINE
MACHINIST	115	103	-10%
BEAUTICIAN	665	549	-17%
INSULATOR	82	67	-18%
HEAVY DUTY MECHANIC	526	423	-20%
BAKER	97	76	-22%
MILLWRIGHT	236	184	-22%
COOK	450	339	-25%
LANDSCAPE GARDENER	128	96	-25%
MOTOR MECHANIC	757	565	-25%
PLUMBER	383	278	-27%
PARTSMAN	250	178	-29%
ELECTRICIAN	895	630	-30%
CABINETMAKER	130	89	-32%
PAINTER AND DECORATOR	65	42	-35%
SHEETMETAL WORKER	178	115	-35%
POWER SYSTEM ELECTRICIAN	63	40	-37%
ROOFER	41	26	-37%
CARPENTER	630	394	-37%
AUTOBODY MECHANIC	250	154	-38%
GLASSWORKER	55	30	-45%
BRICKLAYER	38	19	-50%
SPRINKLER SYSTEMS INSTALLER	38	19	-50%
LATHER-INTERIOR SYSTEMS MECHANIC	36	18	-50%
PRINTING & GRAPHIC ARTS CRAFTSMAN	104	47	-55%
AGRICULTURAL MECHANIC	40	18	-55%
RECREATION VEHICLE MECHANIC	38	17	-55%
COMMUNICATION ELECTRICIAN	50	19	-62%
IRONWORKER	36	11	-69%

TABLE 2

TRADES IN WHICH NEW APPRENTICE REGISTRATIONS INCREASED SIGNIFICANTLY DURING 1991

TRADES	NEW APPRENTICES IN 1990	NEW APPRENTICES IN 1991	PERCENT GROWTH
MOTORCYCLE MECHANIC	24	32	33%
STEAMFITTER-PIPEFITTER	148	163	10%

TABLE 3

PROVINCIAL APPRENTICESHIP COMMITTEE AND INSTRUCTORS MEETINGS DURING 1991

TRADES	PAC MEETINGS	SUB-COMMITTEE MEETINGS	INSTRUCTORS MEETINGS	HIGHLIGHTS
AGRICULTURAL MECHANIC	0	1	1	Revised examinations
APPLIANCE SERVICEMAN	0	1	0	Revised examinations
AUTO BODY MECHANIC	0	1	2	Reviewed examinations
BAKER	0	1	1	Reviewed curriculum
BARBER/BEAUTICIAN (Hairstylist)	0	2	4	Developed new curriculum, new regulations and new exams including practical
BOILERMAKER	0	3	1	Revised examinations
BRICKLAYER	0	1	2	Revised and implemented examinations
CABINETMAKER	1	3	22	Revised examinations and developed new curriculum
CARPENTER	0	5	24	Revised examinations and developed CBAT item bank
CEMENT FINISHER	1	0	0	Re-designated trade to certification trade and revised trade regulation
COMMUNICATION ELECTRICIAN	1	6	2	Revising curriculum on all four craft trades
COOK	0	7	13	First draft of curriculum developed
CRANE AND HOISTING OPERATOR	0	3	8	Technical training commenced in October for the Boom Truck Operator and Mobile Crane Operator and revised Boom Truck and Mobile Crane Journeyman examination
ELECTRICIAL REWIND MECHANIC	0	1	0	Revised examination
ELECTRICIAN	0	3	16	Implemented new curriculum, examinations and all amendment to trade regulation
ELECTRONIC TECHNICIAN	1	5	5	Revised curriculum for January 1992 release, validated occupational analysis

TRADES	PAC MEETINGS	SUB-COMMITTEE MEETINGS	INSTRUCTIONS MEETINGS	HIGHLIGHTS
ELEVATOR CONSTRUCTOR	0	1	0	Reviewed training program
FLOORCOVERING MECHANIC	1	1	3	Implemented curriculum and all examinations (except practical)
GASFITTER	1	1	3	Reviewed curriculum, re: impact of new codes
GLASSWORKER	0	1	1	Revising all examinations
HEAVY DUTY MECHANIC	1	5	14	Revised examinations
INSTRUMENT MECHANIC	0	2	3	Revised and implemented examinations
INSULATOR	0	1	4	Reviewed curriculum
IRONWORKER	0	2	2	Revised examinations
LANDSCAPE GARDENER	0	1	3	Completed and implemented new Journeyman examination
LATHER-INTERIOR SYSTEMS MECHANIC	0	2	3	Revising curriculum and all examinations including practical
LOCKSMITH	0	3	0	Developed examinations
MACHINIST	0	3	24	Revised examinations
MILLWRIGHT	0	1	10	Revised examinations
MOTORCYCLE MECHANIC	1	1	0	Revised Journeyman examination
MOTOR MECHANIC	0	1	12	Revised examinations
PAINTER AND DECORATOR	0	1	8	Revised examinations
PARTSMAN	0	1	4	Released new curriculum in September
PLUMBER	0	3	3	Interprovincial and Journeyman examinations were adopted
POWER LINEMAN	0	0	1	Reviewing curriculum
POWER SYSTEM ELECTRICIAN	1	0	0	Reviewing curriculum
PRINTING & GRAPHIC ARTS CRAFTSMAN	1	0	5	Revised trade regulation
PROJECTIONIST	1	7	1	
RECREATION VEHICLE MECHANIC	1	1	0	Revised examinations
REFRIGERATION AND A.C. MECHANIC	0	3	3	Alberta occupational analysis completed
ROOFER	0	3	9	Completed examination
SAWFILER	0	1	0	Reviewed curriculum
SHEET METAL WORKER	0	2	3	Revised curriculum and examination
SPRINKLER SYSTEMS INSTALLER	1	2	2	New curriculum developed
STEAMFITTER-PIPEFITTER	0	2	5	New curriculum adopted and commencing work on examinations
STEEL FABRICATOR	1	3	1	Revised curriculum and examinations
TILESETTER	0	0	1	Reviewed curriculum
TOOL AND DIE MAKER	0	1	0	Reviewed curriculum
TRANSPORT REFRIGERATION MECHANIC	0	0	0	Reviewing curriculum
WATER WELL DRILLER	0	1	1	Implemented new curriculum and examinations
WELDER	0	2	11	Implemented new curriculum and practical examinations, developed a first period CBAT item bank and ongoing work with CBAT
TOTALS	**14**	**95**	**240**	

TABLE 4

TOTAL SCHOOL ATTENDANCE BY LOCATION - 1987 TO 1991 (APPRENTICESHIP, UPGRADING AND UPDATING)

SCHOOLS	1987	1988	1989	1990	1991
*AVC 'S	74	47	66	49	58
DELMAR	69	69	81	54	66
FAIRVIEW	491	531	556	585	675
KEYANO	604	474	424	463	492
LAKELAND	556	415	566	619	591
LETHBRIDGE	678	700	762	757	699
MARVEL	97	101	75	81	71
MEDICINE HAT	259	243	238	288	309
NAIT	6630	5919	5560	6523	7641
OLDS	233	157	225	237	247
RED DEER	1092	1019	955	1024	1055
SAIT	4057	3559	4075	4318	4275
WESTERRA	624	621	600	360	N/A
EMPLOYER TRAINED	27	27	33	41	51
BCIT (SAWFILERS)	0	0	20	14	23
TOTAL	**15491**	**13882**	**14236**	**15413**	**16253**

TABLE 5

ANALYSIS OF TOTAL SCHOOL ATTENDANCE - 1991

	APPRENTICES					JOURNEYMAN		
SCHOOLS	1ST YR	2ND YR	3RD YR	4TH YR	TOTAL	UPGRADING	UPDATING	TOTAL
*AVC EDM.	58	0	0	0	58	0	0	0
DELMAR	20	46	0	0	66	0	0	0
FAIRVIEW	191	186	135	88	600	0	75	75
KEYANO	100	142	100	77	419	0	73	73
LAKELAND	140	136	113	69	458	19	114	133
LETHBRIDGE	130	137	151	81	499	0	200	200
MARVEL	21	50	0	0	71	0	0	0
MEDICINE HAT	63	75	53	20	211	0	98	98
NAIT	2189	2238	1670	1020	7117	27	497	524
OLDS	84	79	43	41	247	0	0	0
RED DEER	284	280	235	132	931	0	124	124
SAIT	1283	1326	1082	584	4275	0	0	0
EMPLOYER TRND.	11	26	14	0	51	0	0	0
BCIT (SAWFILERS)	8	9	5	1	23	0	0	0
TOTALS	**4582**	**4730**	**3601**	**2113**	**15026**	**46**	**1181**	**1227**

*AVC, Alberta Vocational College

TABLE 6

APPRENTICE TECHNICAL TRAINING ATTENDANCE BY TRADE, 1991

TRADES	1ST YR	2ND YR	3RD YR	4TH YR	TOTAL
AGRICULTURAL MECHANIC	21	31	0	0	52
APPLIANCE SERVICEMAN	23	19	21	0	63
AUTOBODY MECHANIC	130	159	154	0	443
BAKER	46	30	32	0	108
BEAUTICIAN/BARBER (Hairstylist)	41	96	0	0	137
BOILERMAKER	13	24	56	0	93
BRICKLAYER	32	19	21	0	72
CABINETMAKER	96	88	55	50	289
CARPENTER	366	335	250	168	1119
CEMENT FINISHER	0	0	0	0	0
COMMUNICATION ELECTRICIAN	18	35	27	4	84
COOK	162	171	131	0	464
CRANE AND HOISTING OPERATOR	21	0	0	0	21
ELECTRICIAL REWIND MECHANIC	0	22	24	0	46
ELECTRICIAN	631	765	525	450	2371
ELECTRONIC TECHNICIAN	0	42	14	33	89
FLOORCOVERING MECHANIC	24	15	0	0	39
GASFITTER	32	0	30	0	62
GLASSWORKER	17	24	29	12	82
HEAVY DUTY MECHANIC	344	336	345	323	1348
INSTRUMENT MECHANIC	171	155	71	86	484
INSULATOR	47	56	20	0	123
IRONWORKER	14	30	27	0	71
LANDSCAPE GARDENER	63	48	43	29	183
LATHER-INTERIOR SYSTEMS MECHANIC	26	16	8	0	50
LOCKSMITH	0	0	0	0	0
MACHINIST	74	91	102	91	358
MILLWRIGHT	168	212	163	71	614
MOTOR MECHANIC	483	461	440	427	1811
MOTORCYCLE MECHANIC	7	11	18	9	45
PAINTER AND DECORATOR	37	43	23	0	103
PARTSMAN	151	170	137	0	458
PLUMBER	290	194	124	163	771
POWER LINEMAN	61	63	39	0	163
POWER SYSTEM ELECTRICIAN	11	14	19	37	81

TABLE 6 Continued

APPRENTICE TECHNICAL TRAINING ATTENDANCE BY TRADE, 1991

TRADES	1ST YR	2ND YR	3RD YR	4TH YR	TOTAL
PRINTING & GRAPHIC ARTS CRAFTSMAN	37	45	41	33	156
RECREATION VEHICLE MECHANIC	16	31	0	0	47
REFRIGERATION AND A. C. MECHANIC	62	61	50	41	214
ROOFER	16	20	10	0	46
SAWFILER	8	9	5	1	23
SHEETMETAL WORKER	125	91	76	65	357
SPRINKLER SYSTEMS INSTALLER	15	23	17	0	55
STEAMFITTER-PIPEFITTER	95	101	46	20	262
STEEL FABRICATOR	9	16	21	0	46
TILESETTER	17	11	0	0	28
TRANSPORT REFRIGERATION MECHANIC	4	4	7	0	15
WATER WELL DRILLER	10	13	0	0	23
WELDER	548	529	380	0	1457
TOTALS	**4582**	**4730**	**3601**	**2113**	**15026**

TABLE 7

TRADE CERTIFICATES ISSUED - 1991

TRADES	JOURNEYMAN CERTIFICATES	COMPLETION OF APPRENTICESHIP CERTIFICATES	EXCHANGE CERTIFICATES	RED SEALS TO COMPLETING APPRENTICES	EXTENDED RED SEAL PROGRAM	UPDATING CARDS	NUMBER OF CERTIFICATES REPLACED			NUMBER OF POCKET I.D. CARDS REPLACED		
							JOURNEYMAN	COMPLETION OF APPRENTICESHIP	EPB/GPB	JOURNEYMAN	COMPLETION OF APPRENTICESHIP	UPDATING
AGRICULTURAL MECHANIC	32	20	3			1				1	1	
APPLIANCE SERVICEMAN	34	19										
AUTOBODY MECHANIC	185	170	7	127	17	45	9	4	7	5		
BAKER	71	57							1	1		
BARBER	11	2					1		12	1		
BEAUTICIAN	765	605	12	426	56		45	6		77	9	
BOILERMAKER	29	21		18	6		5			5	5	
BRICKLAYER	22	17		15	1		2			8	1	
CABINETMAKER	37	36								3		
CABINETMAKER (PRODUCTION)	4	2				26						
CARPENTER	264	168	3	131	10		9	3		39	23	
CEMENT FINISHER	10	3										
COMMUNICATION ELECTRICIAN	41	11					2			4		
COOK	334	174	3	166	57		9	6		10	3	
CRANE AND HOISTING OPERATOR												
—MOBILE CRANE	117	2	3				23			19	1	
—TOWER CRANE	39						28			9		
—BOOM TRUCK	252						2			7		
ELECTRICIAL REWIND MECHANIC	17	6				1						
ELECTRICIAN	451	349	26	264	37	236	28	5	8	81	41	6
ELECTRICIAN (SECOND CLASS)						1			1			
ELECTRONIC TECHNICIAN	50	32		20	4	30	5	2		4		1
ELEVATOR CONSTRUCTOR	3									1		
ELEVATOR CONSTRUCTOR (IMPROVER)	1											
FLOORCOVERING MECHANIC	11	9								2		
GASFITTER	44	29					13	1	6	33	1	
GASFITTER (SECOND CLASS)	156					32						
GLASSWORKER	23	10		10	16					2		
HEAVY DUTY MECHANIC	523	345		307	49	113	14	6		46	21	
INSTRUMENT MECHANIC	157	129	2	94	10	34	3	2		7	3	
INSULATOR	31	22				14				9	5	

TABLE 7: Continued

TRADE CERTIFICATES ISSUED - 1991

TRADES	JOURNEYMAN CERTIFICATES	COMPLETION OF APPRENTICESHIP CERTIFICATES	EXCHANGE CERTIFICATES	RED SEALS TO COMPLETING APPRENTICES	EXTENDED RED SEAL PROGRAM	UPDATING CARDS	NUMBER OF CERTIFICATES REPLACED			NUMBER OF POCKET I.D. CARDS REPLACED		
							JOURNEYMAN	COMPLETION OF APPRENTICESHIP	EPS/OPS	JOURNEYMAN	COMPLETION OF APPRENTICESHIP	UPDATING
IRONWORKER	18	12	1				5			5	2	
LANDSCAPE GARDENER	35	27					1	1		3		
LATHER-INTERIOR SYSTEMS MECHANIC	17	5					5	3				
MACHINIST	105	79	2	67	4	7	5	1		6	1	
MILLWRIGHT	297	108	9	92	59	12				11	8	
MOTOR MECHANIC	633	494	31	431	46	484	27	8		64	34	3
MOTORCYCLE MECHANIC	17	3								1	1	
PAINTER AND DECORATOR	43	29		29	2					4		
PARTSMAN	205	129	1				2			5		
PLASTERER	2											
PLUMBER	158	142	7	128	11	35	9	4		37	20	
POWER LINEMAN	44	32	3	24	2		7			3		
POWER SYSTEM ELECTRICIAN	31	18				4	3					
PRINTING & GRAPHIC ARTS CRAFTSMAN	55	23					2	2		1		
—BINDERY II												
PROJECTIONIST	60											
RECREATION VEHICLE MECHANIC	27	22					2	1				
REFRIGERATION AND A. C. MECHANIC	56	45	2	42	5		1	1		3	1	
ROOFER	25	14		12	1		5	1		2	1	
SAWFILER	6	3										
SAWFILER (CIRCULAR)	2											
SHEETMETAL WORKER	72	71	2	69			3	3		8	3	
SPRINKLER SYSTEMS INSTALLER	15	15	1	14			3			7	2	
STEAMFITTER-PIPEFITTER	132	37	5	32	15	2				21	2	
STEEL FABRICATOR	53	19								5	1	
TILESETTER	10	6										
TOOL AND DIE MAKER	6											
TRANSPORT REFRIGERATION MECH.	6	6										
WATER WELL DRILLER	23	13										
WELDER	611	320	38	320	97	229	30	4		103	42	
WELDER (SECOND CLASS)						3	1			9		
TOTALS	**6478**	**3910**	**161**	**2838**	**505**	**1309**	**309**	**64**	**15**	**685**	**239**	**10**

TABLE 8

EXAMINATIONS ADMINISTERED BY FIELD SERVICES DIVISION

TRADES	APPRENTICESHIP EXAMINATIONS								JOURNEYMAN EXAMINATIONS QUALIFICATION TRADES		JOURNEYMAN EXAMINATIONS PROFICIENCY TRADES		INTERPROVINCIAL STANDARDS EXAMS	TOTALS
	1ST YR		2ND YR		3RD YR		4TH YR							
	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	
AGRICULTURAL MECHANIC	38		35						13					86
APPLIANCE SERVICEMAN	26		18		22				22					88
AUTOBODY MECHANIC	184	42	187		151						41	38	196	839
BAKER	61		34		60				25					180
BARBER			3	3							17	18		41
BEAUTICIAN	117		559	649							143	147	588	2203
BOILERMAKER	15		24		53				21				54	167
BRICKLAYER	51	16	21		19	19			4	5			20	155
CABINETMAKER	132	34	94		55		50	50	8	11				434
CABINETMAKER (PRODUCTION)									5					5
CARPENTER	491	109	386	13	295	6	155	149	148	162			261	2175
CEMENT FINISHER									14					14
COMMUNICATION ELECTRICIAN	2													2
—CONSTRUCTION	22		25		27		4		4					82
—LINE & STATION							3		16					19
—SWITCHING									10					10
—TOLL			16				7		4					27
COOK	321		188		195				184				254	1142
CRANE AND HOISTING OPERATOR														0
—MOBILE CRANE	25										114			139
—TOWER CRANE											5			5
—BOOM TRUCK	9										349			358
ELECTRICIAL REWIND MECHANIC	4		22		24				19					69
ELECTRICIAN	821		786		573		414				141		475	3210
ELECTRICIAN (SECOND CLASS)														0
ELECTRONIC TECHNICIAN	45		54		21		25				47		35	227
ELEVATOR CONSTRUCTOR											5			5
ELEVATOR CONSTRUCTOR (IMPROVER)														0
FLOORCOVERING MECHANIC	23	23	15	18					4	5				88
GASFITTER	67				35						41			143
GASFITTER (SECOND CLASS)											190			190
GLASSWORKER	24		25	25	20		12	12	12	18			16	164
HEAVY DUTY MECHANIC	557		428		363		354				272		456	2430
INSTRUMENT MECHANIC	279		178		59		141		57				155	869
INSULATOR	51		55		20				26					152
IRONWORKER	15		28		26				13					82

TABLE 8 Continued

EXAMINATIONS ADMINISTERED BY FIELD SERVICES DIVISION

TRADES	APPRENTICESHIP EXAMINATIONS								JOURNEYMAN EXAMINATIONS QUALIFICATION TRADES		JOURNEYMAN EXAMINATIONS PROFICIENCY TRADES		INTERPROVINCIAL STANDARDS EXAMS	TOTALS
	1ST YR		2ND YR		3RD YR		4TH YR							
	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	PR	TH	
LANDSCAPE GARDENER	75		54		51		31		15					226
LATHER-INTERIOR SYSTEMS MECHANIC	31		16		8	8			15					78
MACHINIST	176		111		101		91		52	51			115	697
MILLWRIGHT	256		235		170		71		261				158	1151
MOTOR MECHANIC	762		546		452		474				256		562	3052
MOTORCYCLE MECHANIC	38		34		20		9				13			114
PAINTER AND DECORATOR	45		54		23				46				26	194
PARTSMAN	219		189		137				103					648
PLASTERER									3					3
PLUMBER	481		212		130		165				35		184	1207
POWER LINEMAN	68		63		40				18				49	238
POWER SYSTEM ELECTRICIAN	14		18		38		37		14					121
PRINTING & GRAPHIC ARTS CRAFTSMAN	79													79
—PRE-PRESS			19		17		17		17					70
—PRESS			35		26		16		11					88
—BINDERY														0
—BINDERY II									2					2
PROJECTIONIST									67					67
RECREATION VEHICLE MECHANIC	27		19								8			54
REFRIGERATION AND A. C. MECHANIC	96		72		53		47				23		56	347
ROOFER	27		24		10				14				10	85
SAWFILER									5					5
SAWFILER (CIRCULAR)									3					3
SHEETMETAL WORKER	119	12	72	1	82	4	65	66			3	2	66	492
SPRINKLER SYSTEMS INSTALLER	17		22		17								17	73
STEAMFITTER-PIPEFITTER			120		57		19				93		39	328
STEEL FABRICATOR	11		17		21				50					99
TILESETTER	22		12		1				8					43
TOOL AND DIE MAKER									6					6
TRANSPORT REFRIGERATION MECHANIC	6		5		7									18
WATER WELL DRILLER	11		14						21					46
WELDER	817	340	568	42	389	381					341	267	446	3591
WELDER (SECOND CLASS)														0
ENTRANCE " A "	2387													2387
ENTRANCE " B "	1144													1144
ENTRANCE " C "	1410													1410
TOTALS	**11718**	**576**	**5712**	**751**	**3868**	**418**	**2207**	**277**	**1340**	**252**	**2137**	**472**	**4238**	**33966**

TABLE 9

FIELD SERVICES DIVISION SELECTED STATISTICAL DATA - 1991

AREAS	NEW APPRENTICES	APPRENTICE GRADUATED	SCHOOL ATTENDANCE	SHOPS REGISTERED	LAC MEETINGS	HIGH SCHOOL VISITATIONS (NO. OF DAYS)
CALGARY	**1505**	**1086**	**3754**	**4455**	**43**	**27**
EDMONTON	**2471**	**1416**	**6011**	**2885**	**35**	**69**
FORT MCMURRAY	197	149	515	202	11	7
GRAND PRAIRIE	236	132	524	636	3	*
PEACE RIVER	121	62	307	455	5	5
HIGH LEVEL	28	8	51	88	0	1
SLAVE LAKE	48	22	101	86	0	23
NORTH REGION	**630**	**373**	**1498**	**1467**	**19**	**36**
BONNYVILLE	119	86	287	424	3	10
HINTON	232	134	574	287	11	36
LETHBRIDGE	227	192	612	700	2	18
MEDICINE HAT	144	112	398	292	4	7
RED DEER	524	336	1154	464	18	11
VERMILION	181	118	432	520	13	14.5
CENTRAL AND SOUTH AREA	**1427**	**978**	**3457**	**2687**	**51**	**96.5**
ACCESS INITIATIVES	**6**	**12**	**52**	**0**	**0**	**0**
CENTRAL OFFICE	**114**	**0**	**235**	**0**	**0**	**0**
INTERPROVINCIAL/ INTERNATIONAL APPRENTICES	**9**	**1**	**19**	**0**	**0**	**0**
TOTALS	**6162**	**3866**	**15026**	**11494**	**148**	**228.5**

*** Information Not Available**

TABLE 10

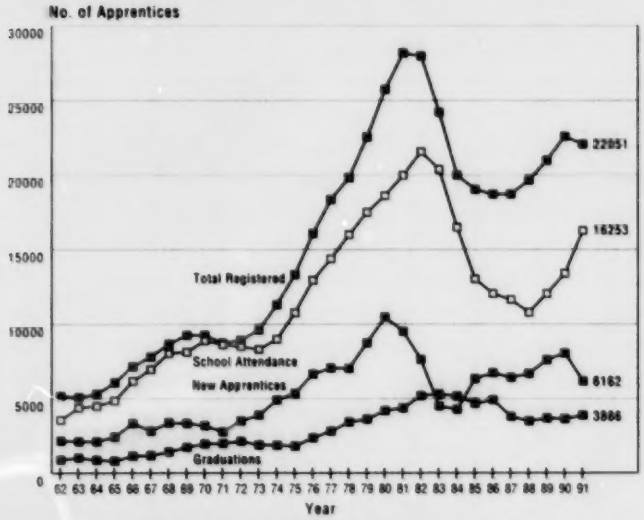
APPRENTICE STATISTICS, 1991

TRADES	TOTAL REGISTERED TO 31-Dec-91	NEW APPRENTICES IN 1991	APPRENTICESHIP CANCELLATIONS IN 1991	GRADUATES IN 1991	TOTAL NUMBER OF GRADUATES 1946-1991
AGRICULTURAL MECHANIC	50	18	16	20	369
APPLIANCE SERVICEMAN	77	27	14	20	169
AUTOBODY MECHANIC	719	154	150	148	3755
BAKER	209	76	32	56	500
BARBER	7	2	3	3	46
BEAUTICIAN	968	549	185	599	3736
BOILERMAKER	99	21	5	19	292
BRICKLAYER	90	19	18	16	964
CABINETMAKER	403	89	80	36	506
CARPENTER	1814	394	290	166	6669
CEMENT FINISHER	10	0	2	3	9
COMMUNICATION ELECTRICIAN	113	19	8	12	3610
COOK	1010	339	250	171	1754
CRANE AND HOISTING OPERATOR	124	51	21	1	40
ELECTRICIAL REWIND MECHANIC	58	14	8	5	158
ELECTRICIAN	2801	630	298	354	12953
ELECTRONIC TECHNICIAN	143	37	22	30	797
FLOORCOVERING MECHANIC	84	27	17	9	239
GASFITTER	151	63	14	31	921
GLASSWORKER	136	30	30	11	298
HEAVY DUTY MECHANIC	1622	423	141	331	6926
INSTRUMENT MECHANIC	917	313	73	120	1228
INSULATOR	213	67	37	22	698
IRONWORKER	58	11	14	12	369
LANDSCAPE GARDENER	307	96	78	26	108
LATHER-INTERIOR SYSTEMS MECH.	62	18	15	5	245
LOCKSMITH		DESIGNATED	IN	1989	
MACHINIST	436	103	52	80	1413
MILLWRIGHT	798	184	68	108	1604
MOTOR MECHANIC	2413	565	346	479	13515
MOTORCYCLE MECHANIC	70	32	13	7	41
PAINTER AND DECORATOR	154	42	31	29	912
PARTSMAN	642	178	117	129	2200

TRADES	TOTAL REGISTERED TO 31-Dec-91	NEW APPRENTICES IN 1991	APPRENTICESHIP CANCELLATIONS IN 1991	GRADUATES IN 1991	TOTAL NUMBER OF GRADUATES 1946-1991
PLUMBER	1083	278	109	134	7562
POWER LINEMAN	225	77	10	32	857
POWER SYSTEM ELECTRICIAN	116	40	4	18	109
PRINTING & GRAPHIC ARTS CRAFTSMAN	269	47	83	21	211
RECREATION VEHICLE MECHANIC	65	17	21	22	92
REFRIGERATION AND A. C. MECHANIC	283	92	40	47	755
ROOFER	75	26	19	13	346
SAWFILER	28	5	3	3	16
SHEETMETAL WORKER	520	115	76	70	3217
SPRINKLER SYSTEMS INSTALLER	79	19	14	15	142
STEAMFITTER-PIPEFITTER	471	163	49	37	1245
STEEL FABRICATOR	73	27	6	17	435
TILESETTER	48	15	24	6	152
TRANSPORT REFRIGERATION MECHANIC	16	5	4	6	36
WATER WELL DRILLER	39	17	10	13	166
WELDER	1903	628	238	354	10431
TOTAL	**22051**	**6162**	**3158**	**3866**	**92816**

CHART 1

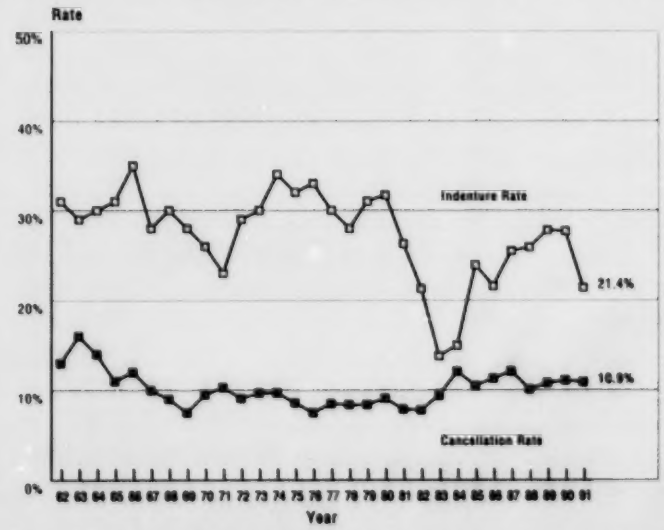
SELECTED APPRENTICESHIP STATISTICS - 1962 TO 1991



Note: School Attendance excludes Updating and Upgrading.

CHART 2

INDENTURE AND CANCELLATION RATES - 1962 TO 1991



Note: Indenture Rate is the ratio of new apprentices in a year to the sum of the total registered apprentices at the beginning of the year and new apprentices in the year. Cancellation rate is the ratio of cancelled contracts during the year to the sum of total registered apprentices at the beginning of the year and new apprentices in that year.

CHART 3

ATTENDANCE IN EDUCATIONAL IMPROVEMENT COURSES - 1969 TO 1991

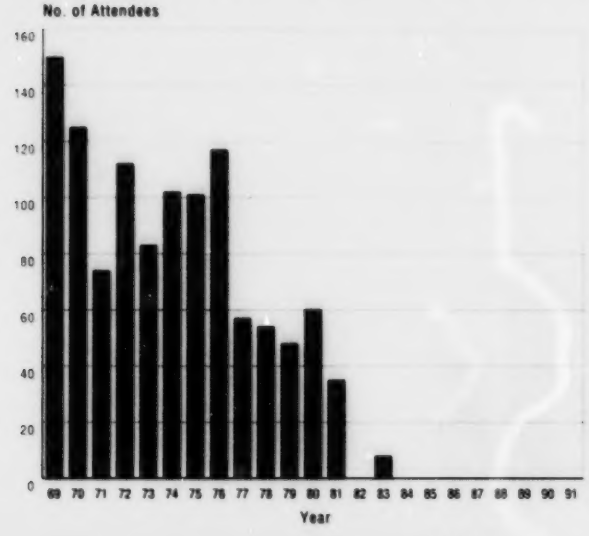


CHART 4

ATTENDANCE IN JOURNEYMAN UPGRADING COURSES - 1969 TO 1991

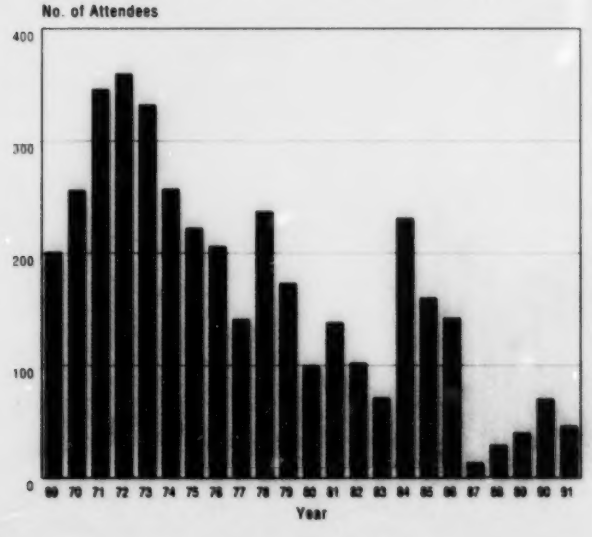


CHART 5

JOURNEYMAN UPDATING COURSE ATTENDANCE - 1984 TO 1991

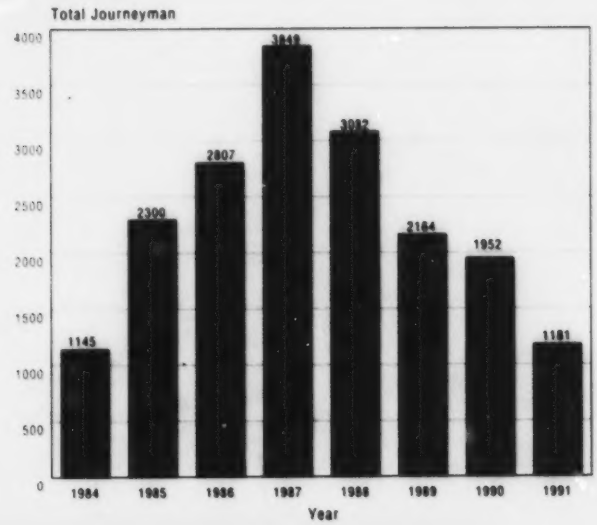


CHART 6

APPRENTICESHIP TECHNICAL TRAINING ATTENDANCE - 1969 TO 1991